

# **EXHIBIT 210**

to the Declaration of  
Lisa J. Cisneros in Support of  
Plaintiffs' Opposition Briefs

**REDACTED VERSION**

HIGHLY CONFIDENTIAL

# Adobe® Q1 Workforce Metrics

*As of 4 March 2005*

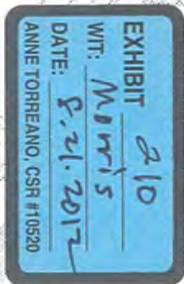
**Theresa Townsley**  
**SVP, Human Resources**



CONFIDENTIAL - ATTORNEYS' EYES ONLY

210.1

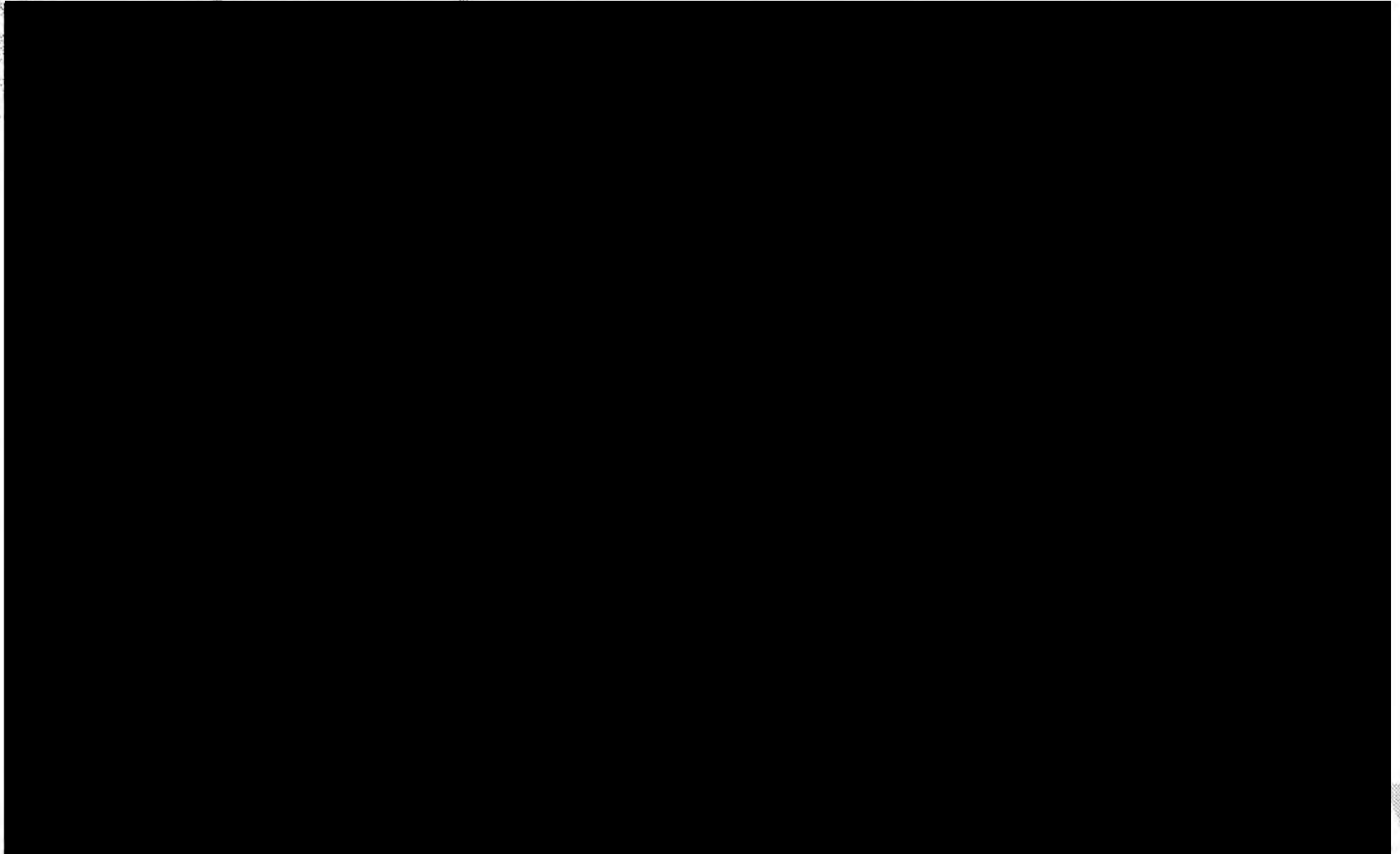
AB\_CID000611  
ADOBE\_000611



HIGHLY CONFIDENTIAL

# Talent Acquisition

## Regular Reqs Filled Last 4 Quarters



21D.2

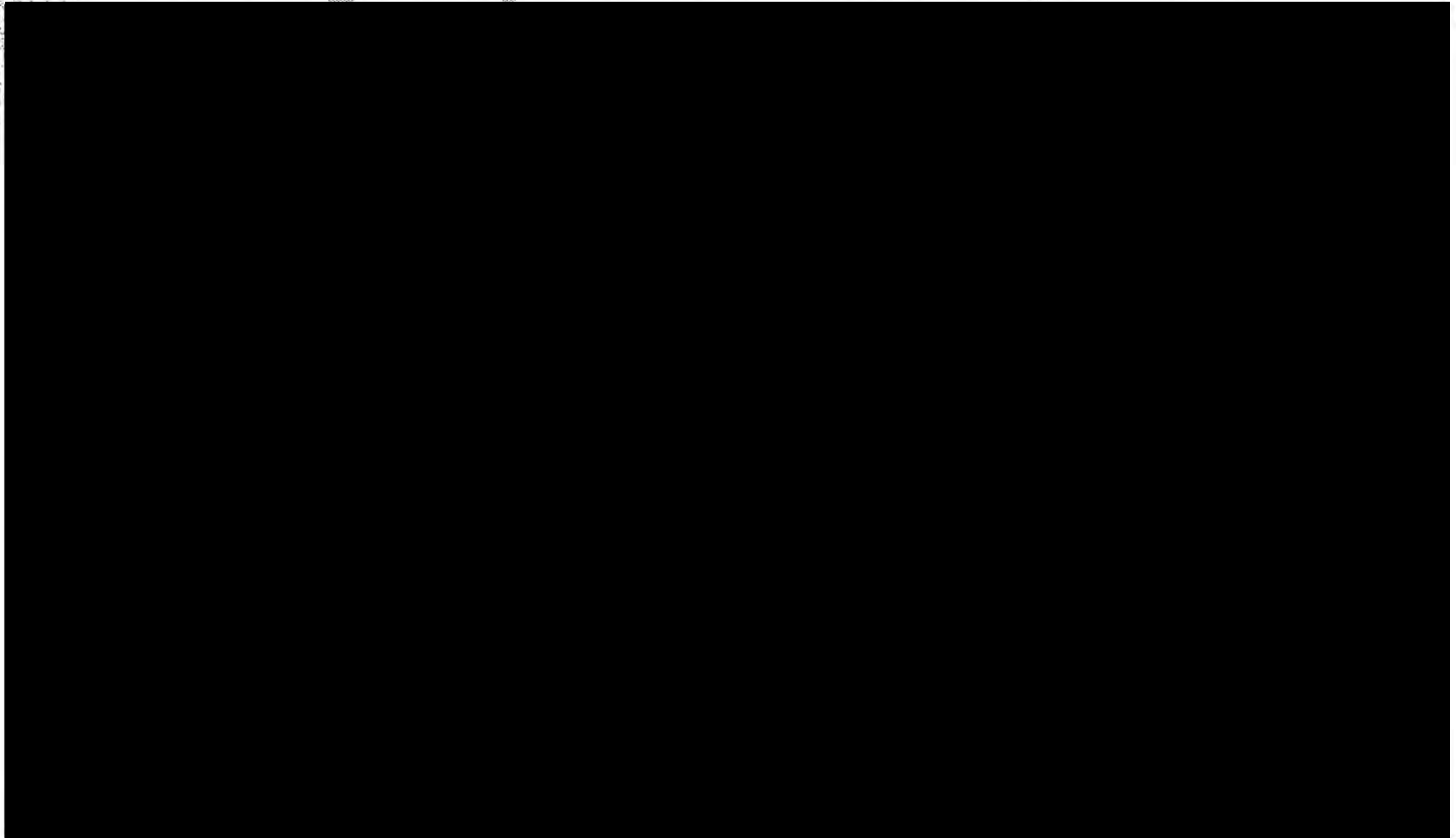
CONFIDENTIAL - ATTORNEYS' EYES ONLY

AB\_CID0000612  
ADOBE\_000612

HIGHLY CONFIDENTIAL

# Talent Acquisition

## Average Days to Fill - Last 4 Quarters



210,3

CONFIDENTIAL - ATTORNEYS' EYES ONLY

AB\_CID0000613  
ADOBE\_000613

HIGHLY CONFIDENTIAL

# Talent Acquisition – Sources for Filled Regular Requisitions

Source of Filled Regular Requisitions	2008-09	2009-10	2010-11	2011-12
[REDACTED]				

CONFIDENTIAL - ATTORNEYS' EYES ONLY

JID.Y

AB\_CID0000614  
ADOBE\_000614

HIGHLY CONFIDENTIAL

# Talent Acquisition

## 15 Most Common Previous Employers

Previous Employer	2004 Q2	2004 Q3	2004 Q4	2005 Q1	Grand Total
					

Does not include Temp to Reg or Acquisition

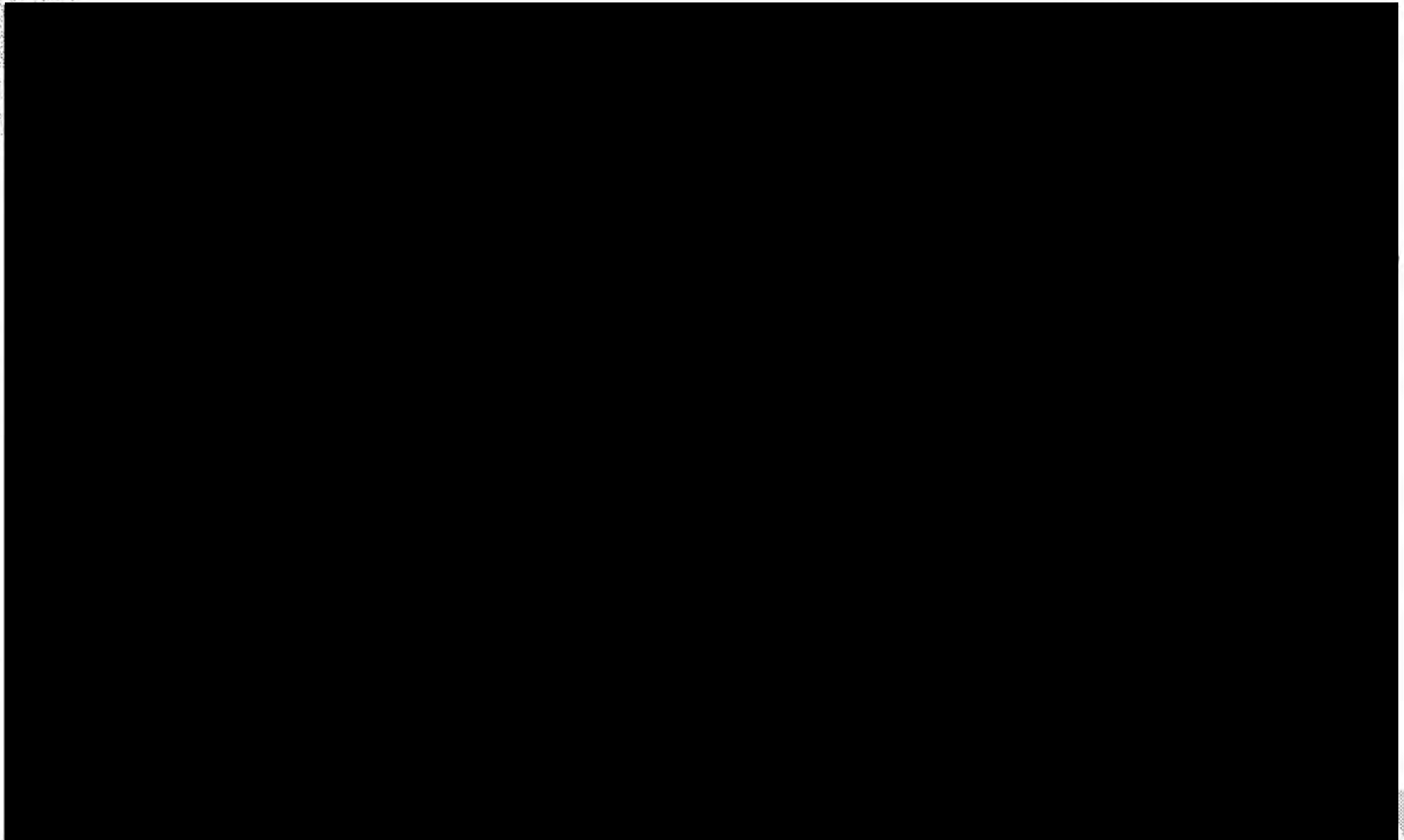
CONFIDENTIAL - ATTORNEYS' EYES ONLY

JID, S

AB\_CID0000615  
ADOBE\_000615

HIGHLY CONFIDENTIAL

By E Team Member  
Regular & Intern Employees Worldwide



CONFIDENTIAL - ATTORNEYS' EYES ONLY

210.4

AB\_CID0000616  
ADOBE\_000616



HIGHLY CONFIDENTIAL

# By Geography

## Regular & Intern Employees



210.7

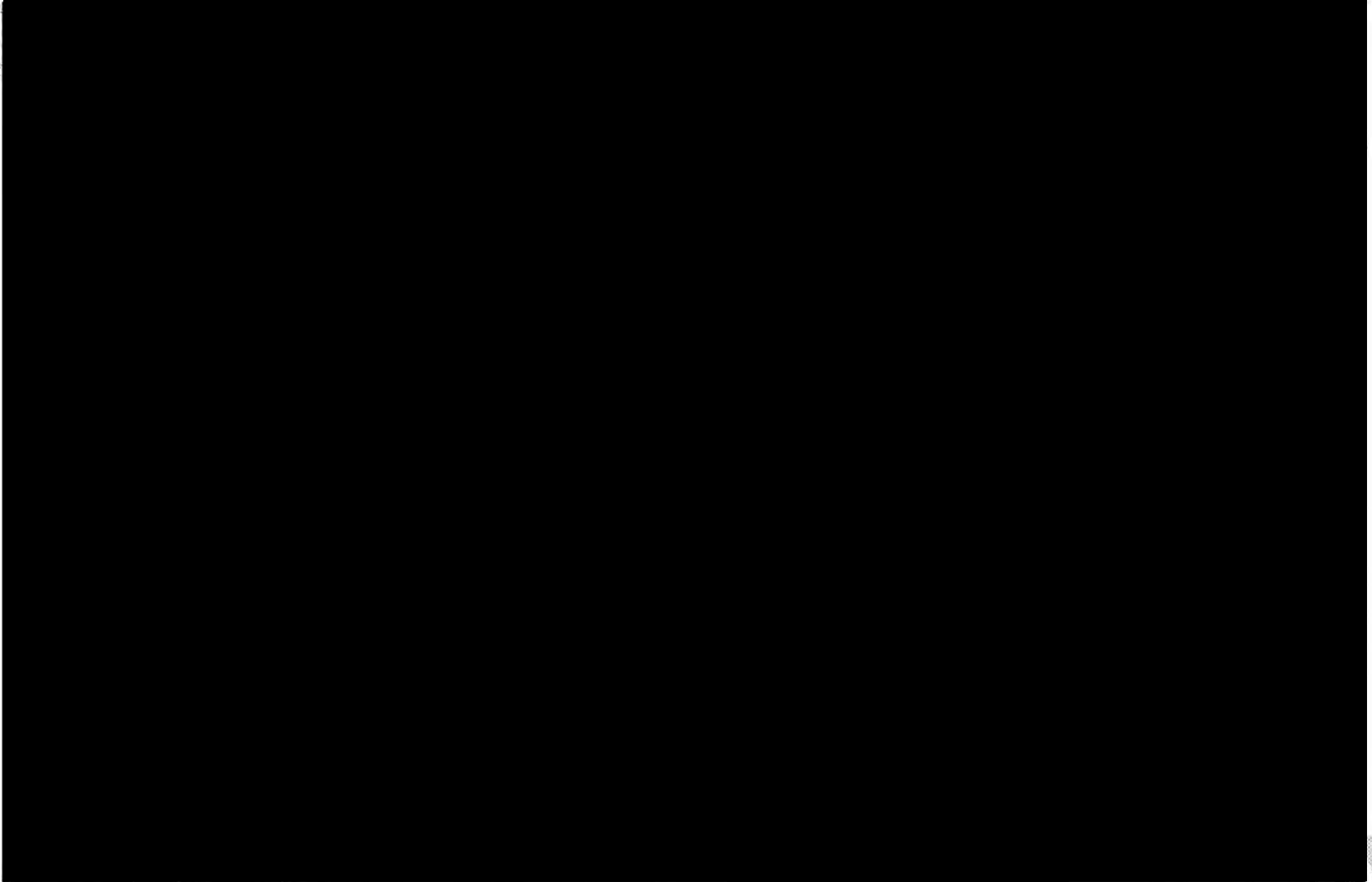
CONFIDENTIAL - ATTORNEYS' EYES ONLY

AB\_CID0000617  
ADOBE\_000617



HIGHLY CONFIDENTIAL

# Full Years Since Hired by Adobe Regular Employees– as of Q1 2005



210.8

CONFIDENTIAL - ATTORNEYS' EYES ONLY

AB\_CID0000618  
ADOBE\_000618

# Worldwide Worker Trend Last 4 Quarters



HIGHLY CONFIDENTIAL

210.1

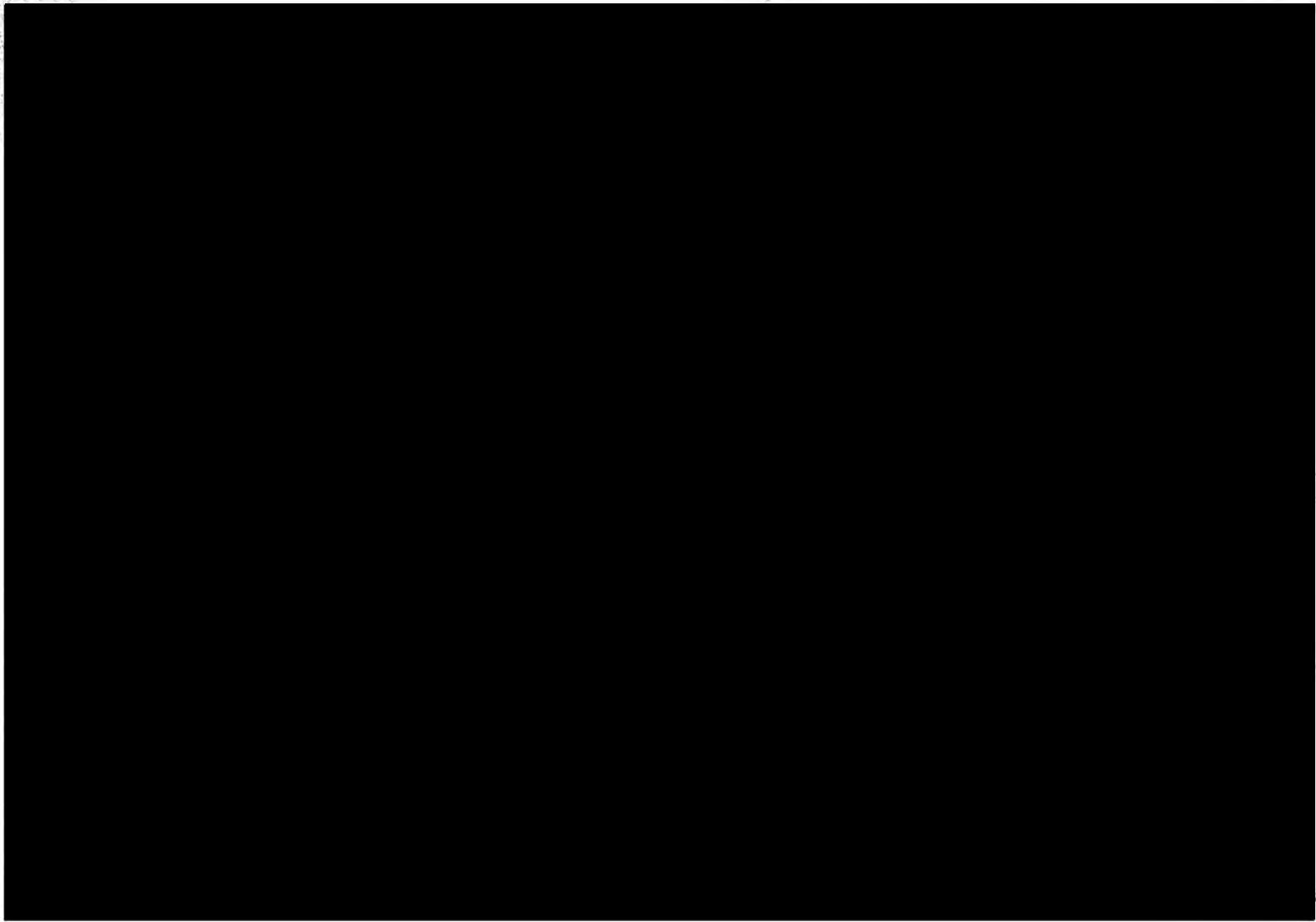
CONFIDENTIAL - ATTORNEYS' EYES ONLY

AB\_CID0000619

ADOBE\_000619

HIGHLY CONFIDENTIAL

# Worldwide Voluntary Attrition Regular Employees – Last 3 Years



CONFIDENTIAL - ATTORNEYS' EYES ONLY

210.10

AB\_CID0000620

ADOBE\_0000620

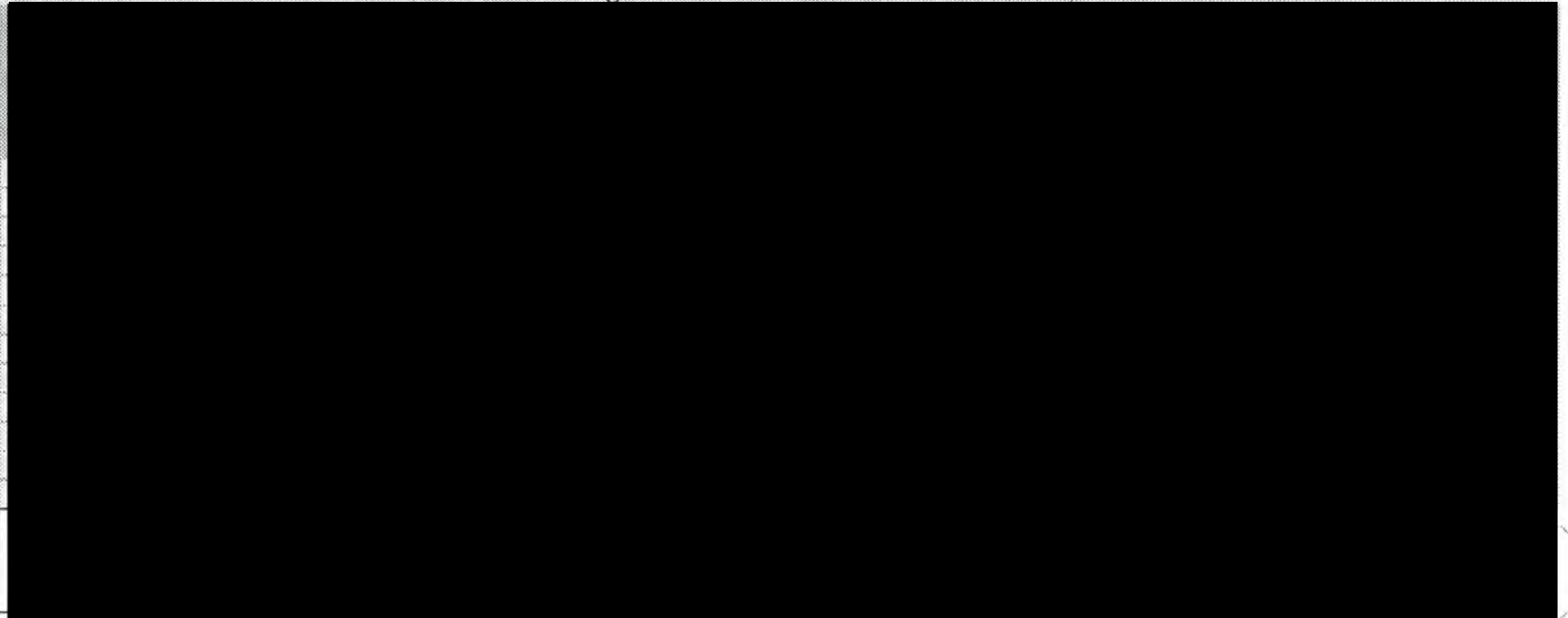


HIGHLY CONFIDENTIAL

# Worldwide Attrition

## Regular Employees – Last 12 Months

Worldwide Regular Attrition Data as of March 4, 2005



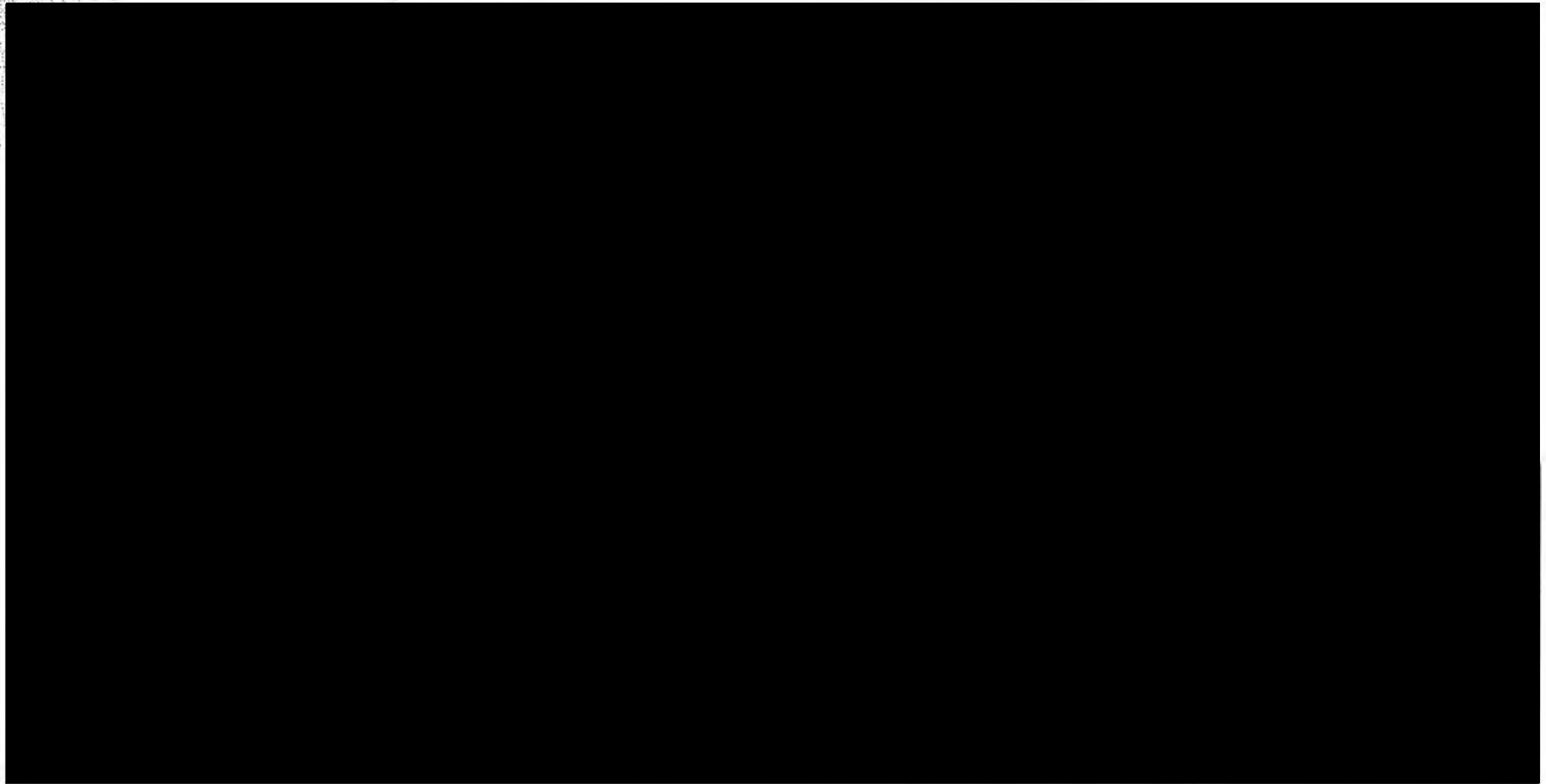
CONFIDENTIAL - ATTORNEYS' EYES ONLY

210.11

AB\_CID000621  
ADOBE\_000621

HIGHLY CONFIDENTIAL

# Worldwide Attrition – Last 4 Qtrs Regular Employees By Ranking



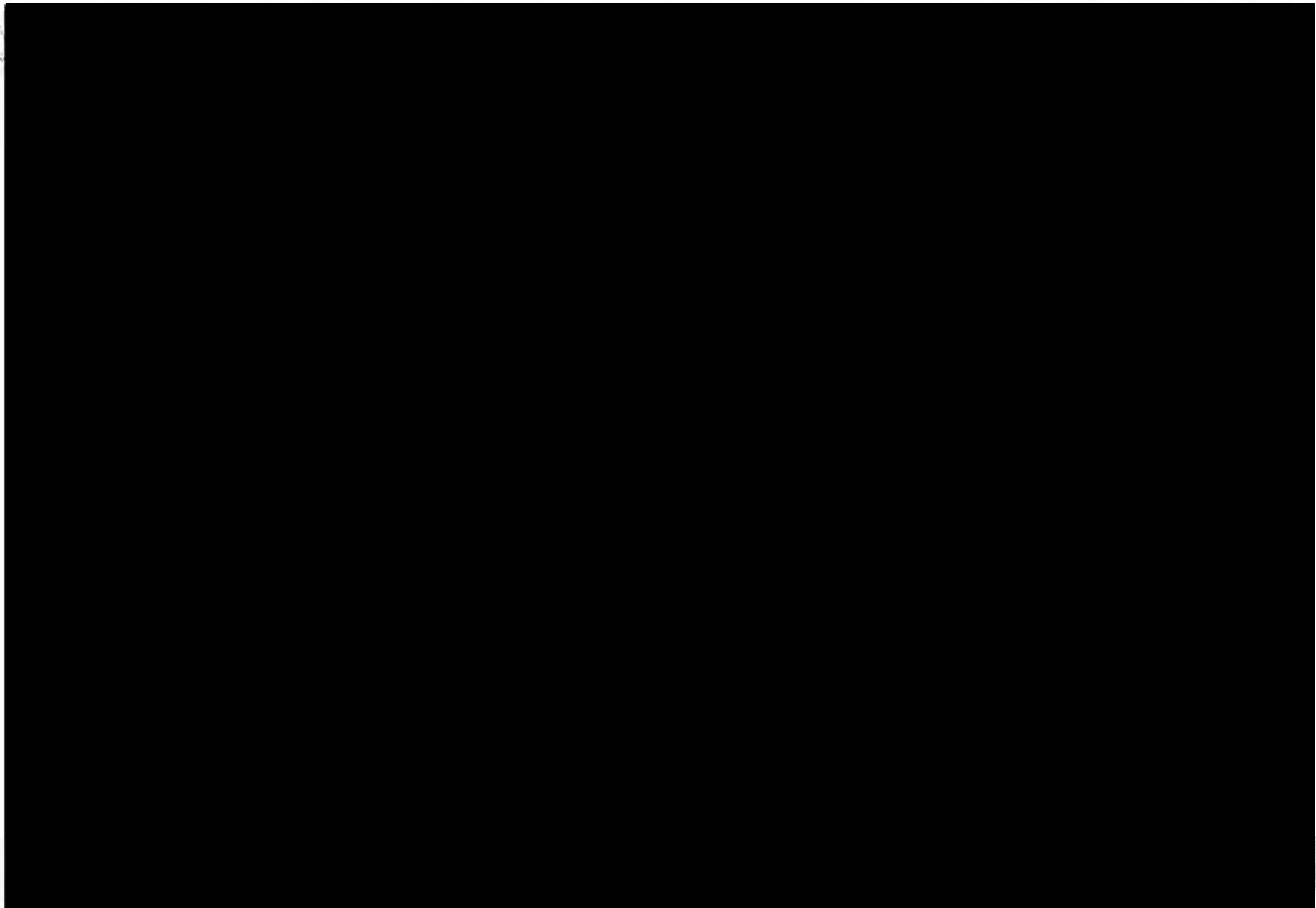
CONFIDENTIAL - ATTORNEYS' EYES ONLY

21b.12

AB\_CID0000622  
ADOBE\_000622

HIGHLY CONFIDENTIAL

# Reasons for Leaving Voluntary Terminations Last 4 Quarters



CONFIDENTIAL - ATTORNEYS' EYES ONLY

210.13

AB\_CID0000623  
ADOBE\_000623



HIGHLY CONFIDENTIAL



**Adobe**

**Tools for the New Work®**



2004 Adobe Systems Incorporated. All Rights Reserved. Adobe Confidential

CONFIDENTIAL - ATTORNEYS' EYES ONLY

210.14

AB\_CID000624  
ADOBE\_000624